

LLOYD A. FRY FOUNDATION



2020 Annual Report

The Covid-19 pandemic has had a profound, life-altering impact on the low-income, underserved Chicagoans that the Lloyd A. Fry Foundation supports. As this year’s annual report illustrates, Fry Foundation grantees rose to the challenge admirably—with smart, speedy pivots to ensure they continued to serve Chicagoans in need. The Foundation remained a steadfast partner with its grantees, helping to sustain them during this unprecedented public health and economic crisis. And amid a wave of social uprisings responding to police brutality toward people of color, the Fry Foundation distributed special grants to organizations that uplift Black lives.

About the Foundation

In 1933, Lloyd A. Fry founded the Lloyd A. Fry Roofing Company on the Southwest Side of Chicago. During the next five decades, the company grew to become the world’s largest manufacturer of asphalt roofing and allied products, with nearly 5,000 dedicated employees in manufacturing facilities nationwide. The company was sold to Owens-Corning Fiberglass Corporation in 1977. In large part, the proceeds from the sale of the company now serve as the endowment of the Lloyd A. Fry Foundation. The Foundation has been addressing the needs of the Chicago community since 1983.

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Our good friend Guy A. Sell (1935-2020) died in September at the age of 85. He was a Director of the Foundation in its early years and later served as Controller. He also worked directly for our founder, Lloyd A. Fry, as Director of Tax Accounting for the Lloyd A. Fry Roofing Company, and as a personal advisor. Guy was a wonderful person and dedicated colleague. He will be missed by all who knew him.

Letter from the Chair

In mid-March, as the Covid-19 pandemic became a reality and we began to understand that it was the worst worldwide health crisis in 100 years, like a lot of organizations and businesses, we closed our offices and began working remotely. At the time, the Board and Staff of the Foundation were hopeful that we might return “sometime during the summer.” As of this writing in early November, nearly 9.7 million Americans have contracted the virus, with a death toll of more than 235,000. The virus rages on. And our offices on LaSalle Street are still closed.

We are all experiencing the challenges of the pandemic, racial unrest, economic uncertainty and divisive public dialogue. It's hard to be optimistic right now. And yet, as a grantmaking foundation, that is the business we're in. We partner with strong nonprofit organizations with the collective mission of creating a better future for Chicago's neediest populations. But how do we react to the unprecedented conditions created by a pandemic? For us, the answer is responsiveness and flexibility.

Our response is particularly evident in our Health Program. Perhaps more than at any other time, the pandemic has put a spotlight on the racial inequities that exist in our healthcare system and society in general. The matter of a few miles—a different neighborhood—can make the difference between surviving Covid-19 or dying from Covid-19. Because of this reality, the Board and Staff immediately agreed to convert all Health grants to general operating support, allowing our grantee partners the critical flexibility to respond to rising case loads and mental health issues faced by individuals and families.

At the same time, we have been unwavering in our support of grantees in the Foundation's three other program areas—Arts Learning, Education and Employment. For the most part, our Arts Education and Education grantees concentrate their efforts working with the Chicago

Public Schools. Our Employment Program's main focus is vocational training. With the onset of Covid-19, in-person learning abruptly ended. We tried to respond as quickly as possible to support the huge shift by our grantees to remote learning and instruction.

The push of daily events also pushed us to have another important conversation. With the death of George Floyd in May, we began a thoughtful, wide-ranging discussion about supporting emerging, Black-led nonprofits. That discussion, coupled with excellent research, identified 15 first-time grantees with missions that advance racial equality in predominantly Black neighborhoods on Chicago's South and West Sides.

There are two other important groups to mention: The Fry Foundation Board and Staff. Like every organization, we had to act immediately when our office closed. Unmi Song, the Program Staff and Administrative Staff have done an exceptional job of shifting from the office setting to remote operations. I thank them for their expertise and hard work. As for our outstanding Board of Directors, I am honored to serve with Scott, Stephanie, Graham and Amina. Together, we have always tried to do the right thing and do things right.

I think this annual report, and the powerful stories it contains, is a good summary of how the Lloyd A. Fry Foundation has responded to our grantees during this Covid crisis. 2020 is a year I know we would all like to get past and forget. But the virus isn't done with us yet and it won't be for a long time. There will be much more to do.



Lloyd A. Fry III
Chair

Letter from the President

The profound effects of the Covid-19 pandemic and the resulting economic turmoil that rippled across our nation placed an exceptional burden on the low-income Chicagoans long served by the Lloyd A. Fry Foundation. At the same time, Chicago residents navigated a local and national reawakening to racial injustice.

The Fry Foundation's grantees met the moment by serving as frontline workers in arts learning, education, employment, and health. Grantee organizations had to adjust quickly and nimbly to the new reality they and their clients faced. To support them, the Fry Foundation had to be just as agile. The Foundation responded quickly to let grantees know that we would continue to assist them and give them the flexibility they needed to adapt to new conditions.

To provide support to the larger Chicago community, the Fry Foundation contributed to the Chicago Community Covid-19 Response Fund, which provided emergency relief to thousands of families throughout the Chicago region. The Fry Foundation also awarded 15 grants to Chicago organizations that are working to advance racial justice and serve Chicago's Black communities and other communities of color.

While the Fry Foundation and its grantees responded with speed and rigor to the immediate situation, we all have been learning from this moment to improve services and supports for Chicagoans in the long run.

School closures and the sudden shift to remote learning threatened to turn arts learning into an afterthought. But **Chicago Arts Partnerships in Education (CAPE)**, **Forward Momentum**, and **Ingenuity** worked to ensure that didn't happen. CAPE established an online forum for teachers and artists to communicate with one another and to share their instructional videos for students, and it gave teachers and artists insights into teaching online. In addition to producing instructional videos, the dance educator Forward Momentum learned how to teach the physical art of dance in a virtual format. Ingenuity convened many of its arts partners to identify their shared challenges and the optimal ways to address them.

When Chicago Public Schools (CPS) closed its doors earlier this year, students' education risked taking a backseat to the pressing challenges of families' daily lives. **Achievement Network (ANet)**, **The Chicago Public Education Fund (The Fund)**, **Leading Educators**, and **New Teacher Center (NTC)** made sure schools not only survived the sudden crisis but also looked beyond it to thrive in the academic year ahead. ANet and Leading Educators helped schools avoid the pitfall of backward-looking remedial education and instead focus on helping students learn grade-level skills they need to stay on track and move forward. The Fund helped

CPS principals develop creative solutions to prioritize instructional time for students as the district shifted to providing fully remote instruction. And NTC created online courses for principals, teachers, and coaches and mentors to help new teachers design remote instruction for students.

In the employment sector, **i.c.stars**, the **North Lawndale Employment Network (NLEN)**, and **PODER** not only transitioned from in-person to virtual learning but also helped clients manage that shift by filling the gaps in their access to technology and the internet. i.c.stars offers job and leadership skills in business and technology; NLEN provides jobs, workforce development, and financial education to residents who were previously incarcerated; and at PODER, Latinx immigrants get job skills training and job placement. All three organizations found ways to keep their students learning remotely—whether that involved providing internet access, laptops, or phone cards. And all three regularly checked in with their clients to see how they were faring with remote learning and other stressors, and how the organizations could help.

In Chicago, Covid-19 had an inordinate impact on African-American and Latino people living on the South and Southwest Sides—the populations served by **Esperanza Health Centers**, **Howard Brown Health**, and **Gads Hill Center**. In light of shutdowns and social distancing guidelines, all three organizations promptly and strategically changed the way they provided health care to their clients. Esperanza and Howard Brown set up outdoor testing tents and phone hotlines, and for the first time in their histories, they began offering telehealth services. Gads Hill Center shifted to telehealth to continue providing mental health care to children of immigrants, and it secured internet access and devices for its families so they could receive virtual care.

This year, the Foundation had several staff transitions. We extend our deep thanks and best wishes to Kristie Conklin, Employment Program Officer; Lisa Brock, Program Assistant; and Marisol Villaseñor, Administrative Assistant, as they move to the next step in their careers. We are delighted to welcome Brian Bragg, Senior Health Program Officer; Alexis Kellogg, Administrative Assistant; and Carrie Roche, Program Assistant. And we welcome back Jennifer Miller Rehfeldt, Senior Employment Program Officer. We also thank Roman Ahmed, who was enormously helpful as our 2020 summer intern.



Unmi Song
President



“We not only learned the instructional strategy we needed for students but we also deepened the learning for our teaching artists as well.”

Christina Bourné, Director of Development, Forward Momentum

As the Covid-19 pandemic upended normal life in the spring months, school closures, food access, and the digital divide all became urgent challenges for low-income Chicagoans. **Chicago Arts Partnerships in Education (CAPE), Forward Momentum, and Ingenuity** chose not to put arts education on hold. These three organizations, along with all Fry Foundation Arts Learning grantees, worked to ensure that Chicago students continued to receive the high-quality arts education they deserved.

The Fry Foundation ...

“... has a genuine interest in arts learning. When the pandemic and shutdown began, the Fry Foundation offered us flexibility on its grant terms—which was much appreciated, because we didn’t know what we would face.”
Amy Rasmussen, Executive Director, CAPE

“... not only provides monetary support but also pushes us to succeed and to live up to the standards we set.”
Pierre Lockett, Founder and Executive Director, Forward Momentum

“... is a long-term collaborator and partner. We have meaningful, important conversations with the Fry Foundation about solving problems together.”
Nicole Upton, Director of Partnerships and Professional Learning, Ingenuity

CAPE pairs teachers with teaching artists to integrate arts education into academic subjects. In March, when CAPE first heard that Chicago Public Schools (CPS) might close its doors, it quickly made a commitment to its teaching artists: Even if school closures kept them from teaching, CAPE would still pay them 75 percent of their salary.

With that promise in place, CAPE surveyed its teachers and teaching artists to determine what they needed. In April, based on its survey findings, CAPE set up an online forum for teachers and artists to communicate their thoughts and questions to one another. Moreover, they used the forum to share instructional videos they created for their students—over 200 videos in all. One teacher-artist pair devised a split-screen video that synchronized their instruction. In another video, an artist had students use junk mail to create art. “The forum was very simple, but very galvanizing for teachers and artists,” says Scott Sikkema, Education Director, CAPE.

Along the way, CAPE held online professional development sessions for its teachers and artists, such as an introduction to video-making techniques. And in May, CAPE’s artists and teachers began co-teaching online.

“In these ways, the vast majority of our teaching artists were able to continue working, even though schools were closed,” Sikkema says.

In addition to supporting teachers and artists, CAPE gave students a more direct boost. After schools shuttered, CAPE learned from its school partners that parents needed art supplies for their kids. So CAPE distributed 1,800 kits with art materials selected by its teaching artists for students’ classroom projects. “It took a herculean effort by our staff to get that

done,” says Amy Rasmussen, Executive Director, CAPE.

Dance performances typically happen in real space and time. So does dance instruction. But that did not stop **Forward Momentum** from reaching its students during the shutdown.

Forward Momentum provides dance education to kids in under-resourced Chicago communities. When it learned that CPS education would happen remotely, Forward Momentum created a series of instructional videos tailored to specific grade levels, such as African dance for first and second graders, and shared them for free with schools and their larger communities.

“Schools were canceled, but children’s growth and development couldn’t be canceled,” says Christina Bourné, Director of Development, Forward Momentum.

Forward Momentum then looked ahead to the summer and fall. From arts education colleagues, professional development sessions, and its own experience creating the instructional videos, Forward Momentum learned how to offer its summer-camp and fall programs virtually. “We not only learned the instructional strategy we needed for students but we also deepened the learning for our teaching artists as well,” Bourné says.

Forward Momentum’s instructors realized, for instance, the importance of making each class as interactive as possible. And they found they had to be sensitive to the reality that students’ home environments were not always conducive to online learning. “The biggest challenge wasn’t just teaching dance but keeping students engaged,” says Pierre Lockett, Founder and Executive Director, Forward Momentum.

Ingenuity collaborates with hundreds of arts partners as part of its many efforts

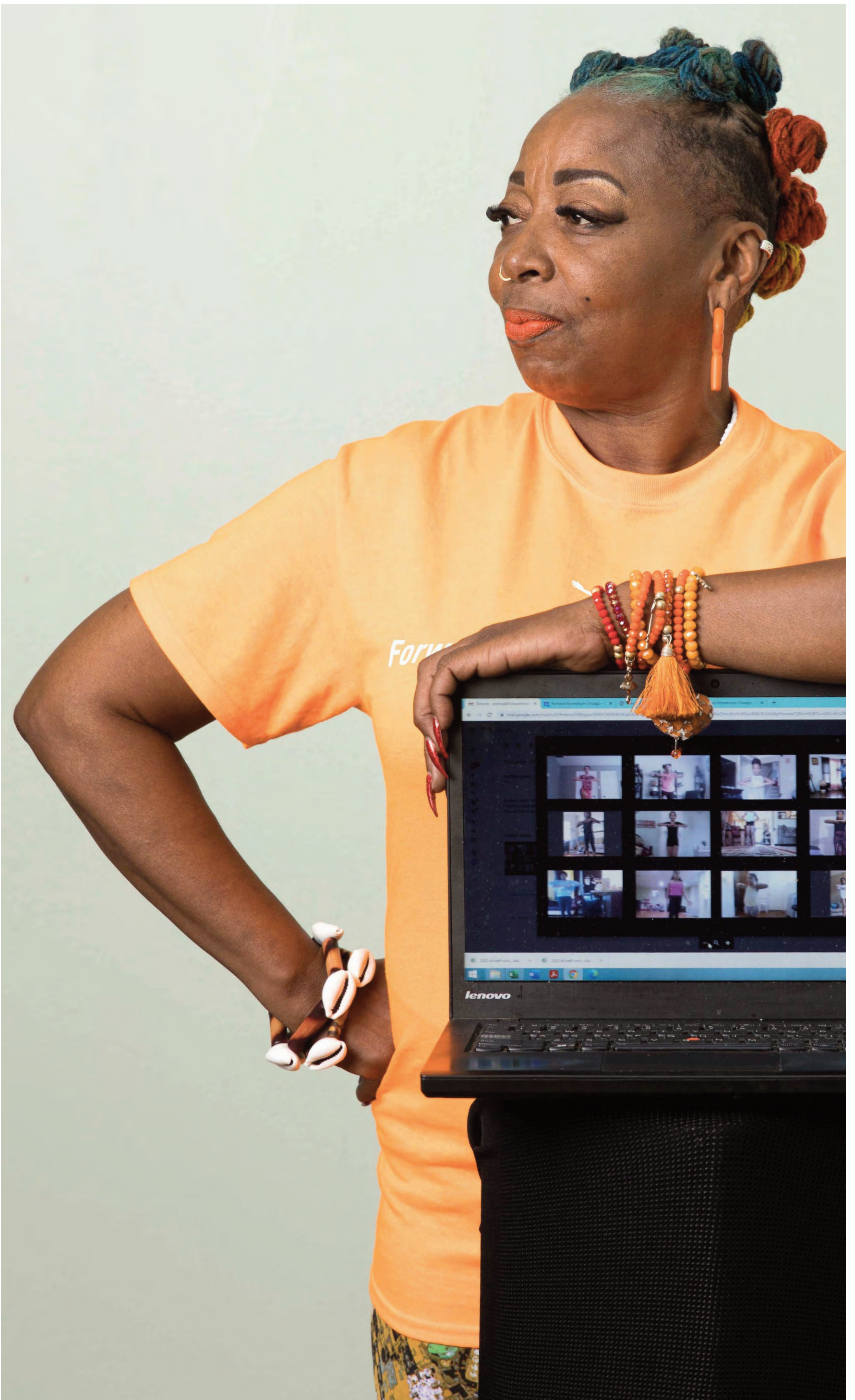
to make sure every CPS student has access to superior arts education. When the severity and longevity of the pandemic became clear, Ingenuity convened many of those partners to uncover the on-the-ground challenges they each faced.

In April, Ingenuity assembled an advisory committee comprising a couple dozen arts and arts education leaders. That group held an initial strategy session to shed light on their shared challenges, to build a community of support, and to create a common agenda that would guide the arts education sector through and beyond the pandemic.

Ingenuity then held a series of about 20 virtual conversations through May, and subsequently feedback sessions through July, that engaged over a hundred stakeholders, including arts partners, teaching artists, and CPS teachers and principals. “We quickly began seeing overlap in the challenges,” says Nicole Upton, Director of Partnerships and Professional Learning, Ingenuity.

Three central themes emerged: retaining the recent gains of arts education regarding equity and access, integrating the arts in schools’ reopening plans, and creating long-term strategies. Everyone agreed on the need to bolster arts-education equity to withstand future crises. “One glimmer of excitement in these challenging times is that we have the opportunity to change the way we provide arts education,” Upton says.

From that wealth of information, Ingenuity created guidelines for what to do and how to do it—such as how to sustain the sector of teaching artists and how to help schools prioritize arts education. These are areas where Ingenuity, CAPE, and Forward Momentum have all excelled.



“Figuring out a way to recover some of the lost time would be critical to how resilient a school system could be to any closure.”

Chaula Gupta, Vice President, The Fund

When Chicago Public Schools (CPS) closed its doors in mid-March, no one knew at the time that schools would remain shuttered for the rest of the academic year. While CPS began remote instruction in April, it also had to fulfill students’ immediate needs, such as food and internet access. Education risked taking a back seat to the pressing daily challenges created by the pandemic. **Achievement Network (ANet), The Chicago Public Education Fund (the Fund), Leading Educators, and New Teacher Center (NTC)** ensured that education remained front and center.

The Fry Foundation ...

“... has helped our schools afford the supports they need now more than ever. And it has helped us in our thinking about race and equity. It’s been a true partner.”

Chad Cookinham, Director of Foundation Relations, Achievement Network

“... brings together its grantees so we can understand the collective needs.”

Chong-Hao Fu, Chief Executive Officer, Leading Educators

“... has been a valuable partner. With school closures, we pivoted together.”

Milissa McClaire Gary, Director of Programs, New Teacher Center

“... asks us what we want to do differently and how its support can help us get there. That helps us be bolder in how we support principals during this time.”

Chaula Gupta, Vice President, The Chicago Public Education Fund



In the spring and summer, they promptly set out to help Chicago's public schools not only weather the unfolding crisis, but also look beyond it to prepare for the academic year ahead.

"It wasn't about just putting out the fire but how we plan for the fall," says Milissa McClaire Gary, Director of Programs, NTC.

With a great deal of learning loss resulting from the pandemic, educators understandably might have wanted to dedicate much of the 2020-21 school year to teaching any untaught lessons from the prior year. But both ANet and Leading Educators knew that if schools devoted the current grade level to previous grade-level content, students would risk falling behind—and never fully catching up.

"If you think of learning loss through the lens of remediation, you emphasize below-grade content, and that's not actually helpful," says Chong-Hao Fu, Chief Executive Officer, Leading Educators.

Students don't need remediation; they need intellectual stimulation.

ANet, which works with school leaders to improve instruction, first responded to the school closures by moving its coaching interactions from in-person to virtual. Then it turned its attention to the following school year. ANet surveyed school leaders and teachers in the 900 U.S. schools where it works, including more than 40 Chicago schools, and identified their biggest worry: "They were very concerned they would have no idea where students would be academically when they returned to school," says Chad Cookinham, Director of Foundation Relations, ANet.

ANet wanted schools to take an informed approach: "Let's not assume where students are. Let's find out what they learned last year," Cookinham says.

To do that, ANet devised an online assessment to gauge students' math and literacy skills at the start of the 2020-21

school year, followed by a few interim assessments. ANet carefully crafted the test so that it took as little school time as possible while gleaning as much data as possible about the must-have skills students should have acquired during the previous year. ANet's coaches then used that data to help schools pinpoint exactly what students needed to learn, and when.

Leading Educators took a similar approach. When the pandemic first hit in March, Leading Educators, which supports school leaders and teachers, considered the effects of the public health crisis and of learning loss, particularly on students of color. Like ANet, Leading Educators helped schools embed the essential previous-grade skills within the current grade—at those moments when they're most needed. Specifically, Leading Educators provided online sessions to about 20 Chicago schools to prioritize the most critical math concepts.

"We believe the best way to help students make up lost learning and advance is to provide just-in-time lessons but not re-teach everything that was lost," Fu says. "We know from years of research that mile-wide, inch-deep instruction is not beneficial."

The Fund addressed another aspect of all the lost learning: the lost school time.

In March, The Fund, which develops the leadership skills of 300 CPS principals and aspiring principals, shifted its programs online. As schools closed, The Fund spent several weeks interviewing principals, learning from its partners, and culling research to gather lessons learned from previous school closures. From that work, a key theme emerged: "Figuring out a way to recover some of the lost time would be critical to how resilient a school system could be to any closure," says Chaula Gupta, Vice President, The Fund.

The Fund knew that one of its longstanding partners, Tegya, could help principals accomplish more with the same amount of time and resources. To support as many of the 600 CPS principals as possible, The Fund collaborated with Tegya to design a four-week online course on scheduling and deliver it to more than 100 schools. The course provided techniques specific to remote learning, such as delivering both classroom-wide online instruction and virtual one-on-ones. The principals that received the training directly then shared their learnings with other schools.

While the pandemic has challenged all educators, it poses special challenges to brand-new teachers. They generally have little training or experience in the remote learning that now is required of them.

In March, **NTC**, which supports the school coaches and mentors who work with new teachers, translated its in-person professional development into a virtual experience. The following month, NTC launched a nationwide survey of educators to assess their pandemic-related experiences. NTC used the 4,500 responses it received to inform three new online offerings for its coaches and mentors, for principals, and for teachers. The offering for coaches and mentors focused on just-in-time mentoring so that, for instance, while a teacher might have to spend time simply getting all the students logged on to the virtual classroom, the coach or mentor can dedicate time to bolstering the lesson itself.

NTC's coaches and mentors used established, national standards for online teaching to assist teachers in their cycle of planning, teaching, and reflecting. "With remote learning, sometimes teaching is the smallest slice," McClaire Gary says.

All four Fry grantees have kept the Covid-19 pandemic from slicing away at Chicago students' education.





“We wanted to make sure our clients had access to technology so they would remain connected to us.”

Brenda Palms Barber, Chief Executive Officer, NLEN

Vocational training, transitional jobs, and other workforce development programs can be effective in helping low-income, unemployed job seekers move into the workforce and access jobs with growth potential. The sudden onset of the Covid-19 pandemic disrupted many of these programs, as Illinois’ stay-at-home order made it impossible to provide in-person, classroom-based skills training. The Fry Foundation’s Employment grantees quickly adapted to ensure ongoing support to job seekers who often have the most tenuous connections to the workforce.

The Fry Foundation ...

“... was proactive and reached out to us early on in the pandemic. We went through a couple of harrowing months with financial challenges, but we had a very close and available partner in the Fry Foundation.”

Elizabeth Ferruelo, Chief Revenue Officer, i.c.stars

“... finds a way to fund us, rather than having us fit within rigid guidelines. Few organizations have been as supportive as the Fry Foundation.”

Daniel Loftus, Executive Director, PODER

“... helps us better understand how to measure the impact of our work. And recently, instead of leaning away, the Fry Foundation leaned in, asking how it could support us.”

Brenda Palms Barber, Chief Executive Officer, North Lawndale Employment Network

Three organizations, **i.c.stars**, **North Lawndale Employment Network (NLEN)**, and **PODER Learning Center**, exemplify the ways in which organizations quickly shifted to ensure continuity for their participants. All three successfully transitioned from fully in-person learning to fully virtual learning in less than a week. And they all came to realize how the lack of access to technology and internet services affected their clients, and they helped secure laptops, internet service, and phone service for those who needed them.

i.c.stars offers job and leadership skills in business and technology through an immersive four-month program, followed by 20 months of ongoing support. During the four months of immersive training, participants work on real projects for employers, for instance, building an app or other technology solutions for a company. After completing the training, participants receive professional development, individualized job coaching, check-ins with a case manager or counselor—whatever they need to succeed.

When the shutdown began in March, i.c.stars knew that if it closed, even temporarily, its participants might not return. The people it serves typically do not have a strong network supporting their career efforts, and they live in communities most affected by the pandemic. “What was at stake was all that learning unraveling,” says Elizabeth Ferruelo, Chief Revenue Officer, i.c.stars.

So i.c.stars made its program completely virtual: It provided the same instruction for the same amount of time—12 hours a day—all online; tapped a longstanding partnership with an internet service provider to get at-home access to participants who did not have it; provided \$500 cash cards to clients who had been severely impacted by the pandemic; and developed a system where its case manager and counselors checked in with participants every week to gauge their anxiety and stress.

The vast majority of the spring cohort of participants successfully

completed the program. “We’re confident these participants walked away just as equipped as those who had an entirely in-person i.c.stars experience,” Ferruelo says.

At the same time, i.c.stars planned for the future. In place of job fairs and other in-person recruitment events, i.c.stars ramped up its online recruitment marketing. And because applicants could not use its office computers to submit their applications, i.c.stars identified an application software tool that prospective students could access via their smartphones.

In the North Lawndale community, **NLEN** provides workforce development and financial education to unemployed and underemployed residents who have been incarcerated. NLEN also employs them at its social enterprise, Sweet Beginnings, which produces and sells skin-care products made with honey from its own bee farms.

To prepare for its move to virtual programming, NLEN surveyed more than 50 of its clients to identify their greatest needs. It found that, while most clients had phones, their service quality was not adequate for online learning, and most of the frontline staff did not have home computers. In response, NLEN gave its clients phone cards to offset any costs from attending the program virtually, and it purchased laptops for staff. “We wanted to make sure our clients had access to technology so they would remain connected to us,” says Brenda Palms Barber, Chief Executive Officer, NLEN.

NLEN had always provided its clients with an opportunity to meet and connect with others who have similar backgrounds and aspirations, away from the stresses of their home environments. Because it could no longer do so, NLEN extended mental health counseling to its clients. NLEN also carefully tracked its clients’ phone and online engagements with the organization. “We knew from the survey that we had to be much more intentional about contacting our clients,” Barber says.

At NLEN’s first virtual graduation ceremony, she adds, “it was amazing to see all these people smiling and cheering.”

PODER helps adult Latinx immigrants integrate into their new homeland. It does so by giving them English language instruction and job skills training, and by facilitating job placement in entry-level positions in customer service, finance, and insurance.

PODER shifted its program to online seamlessly but knew it also had to help its students make that transition. It encountered the same stumbling block as i.c.stars and NLEN: “It’s the digital divide that has become crystal clear,” says Daniel Loftus, Executive Director, PODER. Like i.c.stars, PODER turned to a long-term partner, an internet service provider, to make sure its students had access. PODER also distributed tablets to its students.

Providing remote instruction proved difficult with PODER students, who are simultaneously acquiring new job skills and learning a new language. To address this, PODER used a text messaging service to connect with its students at least weekly. “We had to make certain we communicated with them as much as possible,” Loftus says. PODER staff also received a crash course in different technology strategies so they could offer students technical support.

PODER tracked its communication with students and took action as needed. For instance, PODER learned via text of students’ financial challenges, so it gave them each \$300 in cash—for a total of \$15,000.

All three organizations found unexpected benefits in the midst of crisis. i.c.stars debated whether to continue delivering its program virtually to reach more people. PODER found it attracted twice the usual number of people at its first virtual orientation. And NLEN discovered that, while most students prefer in-person training, remote learning allowed many students to continue the program by removing certain stressors, such as finding childcare.



“It required an enormous overhaul of how we deliver services.”

Justin Hayford, Director of Government and Foundation Relations,
Esperanza Health Centers

Chicago had its first confirmed coronavirus case in January. Just two months later, the city had become an epicenter for the virus. And by May, Cook County had more Covid-19 cases than any other U.S. county. In Chicago, the disease had the most devastating impact on African-American and Latino people living on the South and Southwest Sides. They are among the populations served by **Esperanza Health Centers, Howard Brown Health, and Gads Hill Center**. All three organizations made swift, deliberate changes to provide the care their clients urgently needed.

The Fry Foundation ...

“... has championed collaboration and cooperation across the community healthcare sector. We all learn from each other, and that's especially critical now.”

Justin Hayford, Esperanza Health Centers, Director of Government and Foundation Relations

“... works beside Howard Brown Health to ensure all Chicagoans have access to care. As a convener of community health center leaders, the Fry Foundation has expanded the safety net for Chicagoans.”

Diane Pascal, Vice President of External Relations, Howard Brown Health

“... brings together its grantees so we can share thoughts and best practices. And it has offered flexibility on its grant terms during this time, which has been tremendously helpful.”

Michael Nudo, Director of Development and Communications, Gads Hill Center



On March 13, **Esperanza Health Centers** gave its first coronavirus test. But indoor testing, with the required personal protective equipment and cleaning protocol, would be prohibitively expensive and time-consuming. So, within days, Esperanza set up outdoor testing tents in its parking lot, where patients received not only coronavirus tests but also full medical exams. “It required an enormous overhaul of how we deliver services,” says Justin Hayford, Director of Government and Foundation Relations, Esperanza Health Centers.

At the same time, to protect its patients’ and workers’ safety, Esperanza closed its clinic for non-urgent, routine care. But it knew that could jeopardize patients with chronic conditions. And it meant a sudden and significant loss in revenue. So, thanks to an easing of Medicaid restrictions, Esperanza, for the first time in its history, provided telehealth services—which became its primary vehicle for delivering care until its clinic reopened in the summer. “Telehealth is what saved us and what saved our communities,” Hayford says.

Also in March, Esperanza launched a Covid-19 triage hotline: Trained staffers assessed callers’ symptoms and directed them to the testing or care they needed. On the hotline’s first day, it had 16 calls. It soon received 1,000 calls a day.

“Essentially, we had to reinvent ourselves,” Hayford says of Esperanza’s myriad responses to Covid-19.

Esperanza also understood the importance of widely communicating its and its community’s experiences. Esperanza compiled weekly, data-centric updates, which included statistics such as its patient population’s 14-day positivity rate, and emailed them to about 50 elected officials, funders, and other key decision makers. The aim, Hayford explains, was to let them know, “Here’s what’s going on. Here’s the story.”

Howard Brown Health has long provided healthcare services to Chicago’s

LGBTQ community. In recent years, it has expanded beyond its North Side locations to the South and Southwest Sides. During the Covid-19 pandemic, Howard Brown drew on its decades of experience with the HIV/AIDS crisis and infectious disease care. “Howard Brown plays a big role in public health in Chicago, so when the pandemic hit, it was clear we needed to be involved to make sure under-resourced communities had access to care,” says Erik Roldan, Director of Marketing and Communications, Howard Brown Health.

Howard Brown launched numerous efforts.

In March, Howard Brown set up tents outside five of its clinics to provide coronavirus testing free of charge. It partnered with Project Vida in Little Village and Taskforce Prevention & Community Services in Austin to establish two more testing tents in their communities. It sent out a mobile testing unit to various sites primarily on the South and West Sides. It established a hotline to address patients’ concerns by phone. Like Esperanza, Howard Brown for the first time offered telehealth services. And with its vast experience in contact tracing for sexually transmitted infections, Howard Brown expanded its contact-tracing team members, from three to over 30, to track the coronavirus.

Howard Brown also creatively redeployed staff whose jobs had been put on hold. Workers at Howard Brown’s resale shop, Brown Elephant, became greeters at the testing tents and helped distribute food assistance. With routine dental care temporarily halted, Howard Brown had its dental hygienists manage the personal protective equipment and train staff in using it.

As a result of Howard Brown’s many pivots, “we provided care to people who otherwise might not have received it,” Roldan says.

Gads Hill Center offers education and mental health services to immigrant families on the South and Southwest

Sides. Once the state’s stay-at-home order went into effect, Gads Hill Center shifted to telehealth to continue providing children with mental health care. The sessions ranged from talk therapy for older kids to expressive therapy for younger children. To make sure its families could receive care virtually, Gads Hill Center helped secure internet access and devices for them and offered them tech support.

The mental health clinicians had to navigate a tough new reality: More time indoors could keep families safe from the virus, but it also could pose a greater risk to the mental health of children living in difficult home environments. Gads Hill Center’s mental health clinicians thus frequently texted with their young clients, who often revealed more via messaging.

“The children had continuous care to stabilize them through this period,” says Michael Nudo, Director of Development and Communications, Gads Hill Center.

During the 17 weeks that Gads Hill Center’s doors remained closed due to the shutdown, it provided over 3,000 virtual counseling sessions. Each week, its mental health clinicians and case managers called and surveyed their clients to assess their mental health symptoms. Of the 700 families receiving its mental health services, Gads Hill Center received over 500 weekly responses.

Understanding that a family’s well-being had a direct effect on its child’s mental health, Gads Hill Center’s clinicians supported both children and their parents. While one eighth grader, for example, struggled with anxiety and depression, his parents suffered financially from the pandemic-related economic crisis. In addition to counseling the child virtually, the Gads Hill Center clinician helped the parents get the food, employment support, and emergency financial assistance they needed.



2020 Grants and Awards Totals

Education, prosperity, and hope for all. That is the vision behind the Fry Foundation's grantmaking. We provide support to nonprofit organizations that have the strength and commitment to improve conditions for low-income, underserved Chicago residents.

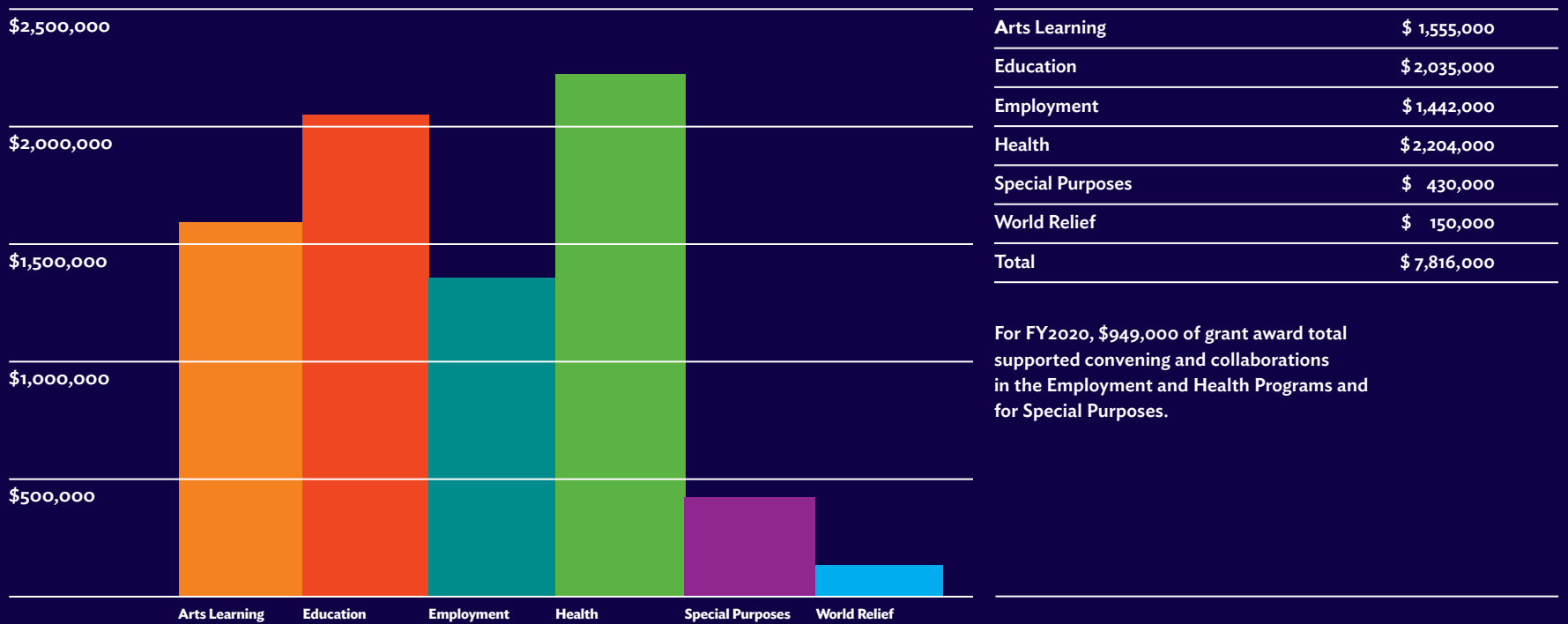
Grants are awarded in four major areas: **Arts Learning, Education, Employment, and Health.** Across all of our funding areas, our focus is on helping organizations:

Build capacity to enhance the quality of services and better assess the impact of programs;

Develop successful program innovations that other organizations in the field can learn from or adopt; and

Share knowledge so that information which can help low-income communities and individuals is widely and readily available.

2020 Grants and Awards Totals



Please visit our website at www.fryfoundation.org to see our 2020 audited financials.

2020 Grantees

Arts Learning

Instruction

Albany Park Theater Project

Chicago, IL
First payment of a two-year, \$70,000 grant for the Albany Park Theater Project's After-School Teen Ensemble Program
\$35,000

Black Ensemble Theater

Chicago, IL
First payment of a two-year, \$60,000 grant for Strengthening the School Through Theater Arts
\$30,000

Changing Worlds

Chicago, IL
Second payment of a two-year, \$70,000 grant for support of the In-School Arts Learning programs
\$35,000

Chicago Center for Music Education

Chicago, IL
Second payment of a two-year, \$80,000 grant for music programs in Chicago public schools
\$40,000

Chicago Children's Choir

Chicago, IL
Second payment of a two-year, \$150,000 grant for the Neighborhood Choir Program and to pilot a middle school choir program
\$75,000

Chicago Jazz Philharmonic

Chicago, IL
Second payment of a two-year, \$80,000 grant for the Jazz Alive program in Chicago public schools
\$40,000

Chicago Opera Theater

Chicago, IL
Second payment of a two-year, \$60,000 grant for Opera for All, an educational outreach program in Chicago public schools
\$30,000

Chicago Sinfonietta, Inc.

Chicago, IL
For Audience Matters and SEED: Student Ensembles with Excellence and Diversity
\$30,000

Court Theatre Fund

Chicago, IL
Second payment of a two-year, \$60,000 grant for the Court Theatre Education Initiative
\$30,000

Forward Momentum

Chicago NFP
Chicago, IL
First payment of a two-year, \$80,000 grant for dance education programs and to develop and pilot a new dance curriculum that integrates social & emotional learning
\$40,000

Hyde Park Art Center

Chicago, IL
First payment of a two-year, \$90,000 grant for the Pathways Program, a multi-year arts education program
\$45,000

Intonation Music Workshop

Chicago, IL
First payment of a two-year, \$60,000 grant for Intonation's in-school and after-school rock band program
\$30,000

Jazz Institute of Chicago

Chicago, IL
Second payment of a two-year, \$70,000 grant for the Jazz Master Residency Program
\$35,000

The Joffrey Ballet

Chicago, IL
For its school-based community engagement programs
\$40,000

Lifeline Theatre

Chicago, IL
First payment of a two-year, \$50,000 grant for arts residencies in Chicago public schools
\$25,000

Lookingglass Theatre Company

Chicago, IL
For the Arts Infused Education Program
\$30,000

Lyric Opera of Chicago

Chicago, IL
Second payment of a two-year, \$70,000 grant to support the Opera Residencies for Schools
\$35,000

Merit School of Music

Chicago, IL
Second payment of a two-year, \$80,000 grant for Merit Music in Communities
\$40,000

Muntu Dance Theatre

Chicago, IL
Second payment of a two-year, \$50,000 grant for Arts for Community Empowerment
\$25,000

Pegasus Theatre Chicago

Chicago, IL
For the Young Playwrights Residency Program
\$30,000

Peoples Music School Inc.

Chicago, IL
Second payment of a two-year, \$80,000 grant for Service Leadership and Mentorships (SLAM)
\$40,000

Puerto Rican Arts Alliance

Chicago, IL
First payment of a two-year, \$80,000 grant for the Latin Music Project
\$40,000

Red Clay Dance

Chicago, IL
For in-school and after-school dance education programs
\$25,000

Silk Road Rising

Chicago, IL
First payment of a two-year, \$70,000 grant for EPIC (Empathic Playwriting Intensive Course) Art Education Program
\$35,000

Snow City Arts Foundation

Chicago, IL
Second payment of a two-year, \$100,000 grant for Snow City Arts Programming in Chicago Partner Hospitals
\$50,000

TimeLine Theatre Company

Chicago, IL
First payment of a two-year, \$60,000 grant for support of the Living History Program in Chicago public schools and TimeLine South
\$30,000

Urban Gateways

Chicago, IL
First payment of a two-year, \$80,000 grant for multi-disciplinary arts education residencies
\$40,000

Victory Garden Theater

Chicago, IL
First payment of a two-year, \$60,000 grant for Drama in the Schools Residency program
\$30,000

Young Chicago Authors

Chicago, IL
Second payment of a two-year, \$70,000 grant for the Education Partnerships Program
\$35,000

Teacher Training

Chicago Arts Partnerships in Education

Chicago, IL
Second payment of a two-year, \$60,000 grant for the Collaboration Laboratory Program
\$30,000

Chicago Shakespeare Theater

Chicago, IL
Second payment of a two-year, \$100,000 grant for the Team Shakespeare Bard Core Curriculum program and Chicago Shakespeare Slam Educator Professional Development
\$50,000

Chicago Symphony Orchestra

Chicago, IL
Second payment of a two-year, \$100,000 grant for the CSO-Connect Program
\$50,000

Hubbard Street Dance Chicago

Chicago, IL
First payment of a two-year, \$100,000 grant for the Movement as Partnership (MAP) program
\$50,000

Marwen Foundation

Chicago, IL
Second payment of a two-year, \$100,000 grant for Marwen's Teaching and Learning Programs
\$50,000

Museum of Contemporary Art

Chicago, IL
For the Teacher Institute
\$40,000

National Museum of Mexican Art

Chicago, IL
First payment of a two-year, \$70,000 grant for Nuestras Historias: Teaching the Story of America through Art
\$35,000

Ravinia Festival Association

Highland Park, IL
First payment of a two-year, \$100,000 grant for support of the Music Discovery Program and Sistema Ravinia
\$50,000

Steppenwolf Theatre Company

Chicago, IL
For the Steppenwolf for young adults teacher professional development programs and school residency program
\$25,000

Special Opportunities

Enrich Chicago

Chicago, IL
Second payment of a two-year, \$60,000 grant for increasing racial equity in the arts
\$30,000

Ingenuity Incorporated Chicago

Chicago, IL
First payment of a two-year, \$200,000 grant for Data and Professional Learning Initiatives
\$100,000

Education

Principal Leadership & Development

Academy for Urban School Leadership

Chicago, IL
First payment of a two-year, \$200,000 grant for Building Principal and Instructional Leadership
\$100,000

Achievement Network

Chicago, IL
First payment of a two-year, \$200,000 grant for ANet's Chicago school partnerships
\$100,000

Achievement Network

Chicago, IL
To support the development of assessments to diagnose learning loss in response to the COVID-19 pandemic
\$50,000

The Chicago Public Education Fund

Chicago, IL
To develop resources to help principals optimize time for instruction in response to the COVID-19 pandemic
\$50,000

The Chicago Public Education Fund

Chicago, IL
Second payment of a two-year, \$250,000 grant for the expansion of the Summer Design Program and investment in priority schools in Chicago
\$125,000

LEAP Innovations

Chicago, IL
To develop three tracks of virtual professional learning programs to support remote instruction in response to the COVID-19 pandemic
\$100,000

National Equity Project

Oakland, CA
For Chicago Leaders for Equity: Leading and Designing for Equity in Complex Systems
\$100,000

National Louis University

Chicago, IL
Second payment of a two-year, \$170,000 grant for the Education Leadership Coaching Program
\$85,000

New Leaders

New York, NY
Second payment of a two-year, \$200,000 grant for the Aspiring Principals and Emerging Leaders Programs
\$100,000

Schools That Can Chicago

Chicago, IL
Second payment of a two-year, \$120,000 grant for Chicago high schools cross sector collaborative
\$60,000

University of Chicago School of Social Service Administration

Chicago, IL
Second payment of a two-year, \$240,000 grant for Network for College Success R&D Partner Schools
\$120,000

UIC College of Education Center for Urban Education Leadership

Chicago, IL
Second payment of a two-year, \$250,000 grant for the Center for Urban Education Leadership
\$125,000

Teacher Professional Development

Leading Educators

Chicago, IL
Second payment of a two-year, \$200,000 grant for the Chicago Common Core Collaborative
\$100,000

Leading Educators

Chicago, IL
To support Covid-19 Response and Re-Entry Plans for Chicago public schools
\$50,000

2020 Grantees

New Teacher Center

Santa Cruz, CA
To provide training on best practices in remote learning in response to the COVID-19 pandemic
\$50,000

New Teacher Center

Santa Cruz, CA
Second payment of a two-year, \$160,000 grant for Building Teacher Leadership Capacity in CPS schools
\$80,000

Teach Plus Incorporated

Chicago, IL
For the Chicago Change Agent program
\$75,000

University of Chicago STEM Education

Chicago, IL
Second payment of a two-year, \$180,000 grant for Building Math Leadership Teams in Chicago public schools
\$90,000

Academic Enrichment

Chicago Botanic Garden

Glencoe, IL
Second payment of a two-year, \$60,000 grant for the Science First and College First programs
\$30,000

Chicago Youth Programs

Chicago, IL
First payment of a two-year, \$80,000 grant for the Teen Career Program and Middle School Programming Development Initiative
\$40,000

High Jump

Chicago, IL
Second payment of a two-year, \$90,000 grant for general operating support
\$45,000

Link Unlimited

Chicago, IL
For Academic Enrichment Programming and to pilot the Junior Link Program
\$65,000

The Posse Foundation, Inc.

Chicago, IL
First payment of a two-year, \$90,000 grant for support of Posse Chicago's Pre-Collegiate Training and Writing Program
\$45,000

SAGA Innovations

Newton, MA
First payment of a two-year, \$80,000 grant for math tutoring in Chicago public schools
\$40,000

Target Hope, Inc.

Matteson, IL
First payment of a two-year, \$100,000 grant for the Target HOPE Academic Achievement Initiative
\$50,000

Special Opportunities

Advance Illinois

Chicago, IL
Second payment of a two-year, \$100,000 grant for the Partnership for Education Preparation
\$50,000

Chalkbeat

New York, NY
First payment of a two-year, \$80,000 grant for Chalkbeat Chicago
\$40,000

Chicago Public Media, Inc.

Chicago, IL
First payment of a two-year, \$80,000 grant for the Education Desk to cover education news in Chicago
\$40,000

University of Chicago Consortium on School Research

Chicago, IL
Second payment of a two-year, \$160,000 grant for renewal of CIC Membership and Study of How Schools Address Student Exposure to Community Violence
\$80,000

Employment

Vocational Training

Association House of Chicago

Chicago, IL
Second payment of a two-year, \$60,000 grant for support of the BankWork\$ Financial Careers Training Program
\$30,000

The Chicago Lighthouse for People Who are Blind or Visually Impaired

Chicago, IL
For the Employment Services Program
\$30,000

Chicago Urban League

Chicago, IL
Second payment of a two-year, \$80,000 grant for support of the Community Trades and Apprenticeship Program
\$40,000

Chicagoland Workforce Funder Alliance

Chicago, IL
Second payment of a two-year, \$200,000 grant for support of the Chicagoland Workforce Funder Alliance
\$100,000

Chinese American Service League

Chicago, IL
Second payment of a two-year, \$80,000 grant for the Chef Training Program
\$40,000

Greater West Town Community Development Project

Chicago, IL
Second payment of a two-year, \$120,000 grant for Occupational Skills Training Programs
\$60,000

i.c.stars

Chicago, IL
Second payment of a two-year, \$120,000 grant for Business, Leadership and Technology Training
\$60,000

Jane Addams Resource Corporation

Chicago, IL
Second payment of a two-year, \$120,000 grant for Careers in Manufacturing Programs
\$60,000

Jane Addams Resource Corporation

Chicago, IL
To support the Austin Training Services
\$32,000

OAI, Inc.

Chicago, IL
Second payment of a two-year, \$70,000 grant for support of Vocational Training in Environmental Industries
\$35,000

Safer Foundation

Chicago, IL
First payment of a two-year, \$80,000 grant for the Safer Demand Skills Collaborative
\$40,000

Year Up-Chicago

Chicago, IL
Second payment of a two-year, \$100,000 grant for support of Year Up Chicago
\$50,000

Bridge Programs

Center for Changing Lives

Chicago, IL
Second payment of a two-year, \$60,000 grant for the Information Technology (IT) Bridges to Career Opportunities Program
\$30,000

Chicago Citywide Literacy Coalition

Chicago, IL
First payment of a two-year, \$175,000 grant for general operating support and South Side Career Pathways Collaborative
\$95,000

Erie Neighborhood House

Chicago, IL
For the Pathways to Success Program
\$35,000

Heartland Human Care Services Inc.

Chicago, IL
First payment of a two-year, \$120,000 grant for the Vocational English Language Training Program
\$60,000

Instituto del Progreso Latino

Chicago, IL
First payment of a two-year, \$110,000 grant for support of Carreras en Salud program
\$55,000

Poder Learning Center

Chicago, IL
First payment of a two-year, \$80,000 grant for support of English Works: English + Job Training + Placement to Empower Southwest Side Immigrants
\$40,000

Polish American Association

Chicago, IL
For support of the Healthcare Bridge Program
\$35,000

Women Employed

Chicago, IL
First payment of a two-year, \$110,000 grant for Career Pathway Programs for Low-Skilled Adults
\$55,000

Pre-Employment Training

Cara Program

Chicago, IL
First payment of a two-year, \$120,000 grant for support of Cara's Four Portals to Quality Employment
\$65,000

Inspiration Corporation

Chicago, IL
Second payment of a two-year, \$80,000 grant for support of Inspiration Corporation's Foodservice Training Program
\$40,000

New Moms, Inc.

Chicago, IL
First payment of a two-year, \$60,000 grant for the Job Training Program
\$30,000

North Lawndale Employment Network

Chicago, IL
First payment of a two-year, \$80,000 grant for the U-Turn Permitted and Moving Forward programs
\$40,000

Policy Advocacy Chicago Jobs Council

Chicago, IL
Second payment of a two-year, \$110,000 grant for workforce development advocacy and Frontline Focus
\$55,000

Special Opportunities

Heartland Alliance for Human Needs & Human Rights

Chicago, IL
First payment of a two-year, \$200,000 grant for the Rapid Employment and Development Initiative (READI)
\$100,000

Loyola University of Chicago

Chicago, IL
Second payment of a two-year, \$120,000 grant for support of the Transforming Impossible into Possible (TIP) Institute: A Community-Based Learning Collaborative
\$60,000

REDF

San Francisco, CA
For Improving the Effectiveness of Chicago-based Social Enterprises
\$35,000

Upwardly Global

Chicago, IL
First payment of a two-year, \$70,000 grant for the Immigrant Professional Employment Program
\$35,000

Health

Primary Health Care

Access Community Health Network

Chicago, IL
First payment of a two-year, \$130,000 grant for general operating support
\$65,000

Asian Human Services Family Health Center, Inc.

Chicago, IL
First payment of a two-year, \$90,000 grant for support of the Integrated Health Home
\$45,000

Beloved Community Family Wellness Center

Chicago, IL
First payment of a two-year, \$120,000 grant for general operating support
\$60,000

Center on Halsted

Chicago, IL
For behavioral health support for youth program participants
\$30,000

Chicago Children's Advocacy Center

Chicago, IL
First payment of a two-year, \$80,000 grant for support of the Family Hope Center
\$40,000

Chicago Children's Advocacy Center

Chicago, IL
Second payment of a two-year, \$220,000 grant for the PATHH (Providing Access toward Hope and Healing) Collaboration
\$110,000

Chicago Family Health Center

Chicago, IL
For an Integrated Data Warehouse to Drive Operational Excellence
\$45,000

Chicago Family Health Center

Chicago, IL
For the Population Health Collaborative to develop a shared specialty care model
\$93,000

Children's Home & Aid

Chicago, IL
First payment of a two-year, \$90,000 grant for general operating support
\$45,000

Christian Community Health Center

Chicago, IL
First payment of a two-year, \$110,000 grant for the Care Coordination Alignment and Integration Initiative
\$55,000

Community Counseling Centers of Chicago

Chicago, IL
Second payment of a two-year, \$182,000 grant for support of the C4/CountyCare Behavioral Health-Primary Care Integration Learning Collaborative
\$91,000

2020 Grantees

CommunityHealth

Chicago, IL
Second payment of a two-year, \$80,000 grant for support of the Medical-home Care Program \$40,000

Erie Family Health Centers

Chicago, IL
For support of Improving Care Outside the Exam Room \$55,000

Esperanza Health Centers

Chicago, IL
Second payment of a two-year, \$200,000 grant for support of the Chicago Safety Net Learning Collaborative \$100,000

Gads Hill Center

Chicago, IL
First payment of a two-year, \$80,000 grant for general operating support \$40,000

Hamdard Center for Health & Human Services

Chicago, IL
First payment of a two-year, \$80,000 grant for general operating support \$40,000

Heartland Health Centers

Chicago, IL
For Improved Care Coordination Initiative \$70,000

Howard Brown Health Center

Chicago, IL
First payment of a two-year, \$80,000 grant to support the patient-centered medical home (PCMH) model of primary care \$40,000

Illinois College of Optometry

Chicago, IL
Second payment of a two-year, \$200,000 grant for addressing the Unmet Vision and Eye Care Needs of Underserved Patient Populations \$100,000

Infant Welfare Society of Chicago

Chicago, IL
Second payment of a two-year, \$100,000 grant for support of Integration and Coordination of Primary and Specialized Care in a Medical Home Model \$50,000

Juvenile Protective Association

Chicago, IL
Second payment of a two-year, \$90,000 grant for the Treatment and Counseling Program \$45,000

La Rabida Children's Hospital

Chicago, IL
First payment of a two-year, \$90,000 grant for support of the Chicago Child Trauma Center \$45,000

Lawndale Christian Health Center

Chicago, IL
First payment of a two-year, \$120,000 grant for general operating support \$60,000

Lutheran Social Services of Illinois

Des Plaines, IL
First payment of a two-year, \$80,000 grant for Children's Mental Health Services \$40,000

Mobile C.A.R.E. Foundation

Chicago, IL
First payment of a two-year, \$120,000 grant for general operating support \$60,000

Near North Health Service Corporation

Chicago, IL
First payment of a two-year, \$80,000 grant to support the Chronic Care Coordination program \$40,000

PCC Community Wellness Center

Oak Park, IL
First payment of a two-year, \$120,000 grant for general operating support \$60,000

Sinai Health System

Chicago, IL
First payment of a two-year, \$200,000 grant for general operating support \$100,000

St. Bernard Hospital and Health Care Center

Chicago, IL
First payment of a two-year, \$120,000 grant for the Dental Center and Oral Health Care program \$60,000

UIC College of Dentistry

Chicago, IL
For general operating support \$75,000

YWCA of Metropolitan Chicago

Chicago, IL
Second payment of a two-year, \$90,000 grant for support of the YWCA RISE Children's Counseling Center \$45,000

Community Outreach/Prevention

AIDS Foundation of Chicago

Chicago, IL
For general operating support \$40,000

Enlace Chicago

Chicago, IL
First payment of a two-year, \$90,000 grant for the Community Health Workers Initiative \$45,000

Test Positive Aware Network

Chicago, IL
First payment of a two-year, \$80,000 grant for general operating support \$40,000

White Crane Wellness Center

Chicago, IL
Second payment of a two-year, \$60,000 grant for the Holistic Health Outreach Initiative \$30,000

Policy Advocacy

Shriver Center on Poverty Law

Chicago, IL
First payment of a two-year, \$230,000 grant for support of the Health Care Justice Program and activities related to the CEO transition \$120,000

Special Opportunities

The Night Ministry

Chicago, IL
Second payment of a two-year, \$70,000 grant for the Outreach and Health Ministry Program \$35,000

University of Chicago

Chicago, IL
First payment of a two-year, \$80,000 grant for the ECHO-Chicago Telehealth Program \$50,000

Program Special Purposes

Community Restorative Justice Hubs

Chicago, IL
Second payment of a two-year, \$450,000 grant to Build Restorative Justice Hubs Infrastructure for Community Healing, Decarceration, and Investment \$200,000

Institute for Nonviolence Chicago

Chicago, IL
Second payment of a two-year, \$100,000 grant for support of violence prevention and intervention efforts through street outreach in Austin, West Garfield Park, and Back of the Yards \$50,000

Taproot Foundation

Chicago, IL
First payment of a two-year, \$80,000 grant for pro-bono consulting support for Fry Foundation grantees \$40,000

United Way of Metropolitan Chicago Inc.

Chicago, IL
For the COVID-19 Response Fund \$100,000

WTTW11

Chicago, IL
Second payment of a two-year, \$80,000 grant for *Chicago Tonight* \$40,000

Other Grants

Grants made to 218 organizations upon the recommendation of the Board of Directors, the Fry family, and employee matching gifts program \$881,081

Membership and Program Discretionary

Asian Americans / Pacific Islanders in Philanthropy

Oakland, CA
Membership grant \$2,500

Asian Americans / Pacific Islanders in Philanthropy

Oakland, CA
In honor of its 30th anniversary and in support of its leadership transition \$10,000

Chicago Children's Advocacy Center

Chicago, IL
To hold the first convening of the Chicago Prevention Alliance, a network of organizations seeking an end to sexual harm against youth \$1,000

Chicago Community Loan Fund

Chicago, IL
To provide assistance to nonprofits to apply for Payroll Protection Program assistance \$10,000

Chicago Council on Global Affairs

Chicago, IL
For the President's Circle membership \$500

Chicago Cultural Alliance

Chicago, IL
For the Chicago Cultural Heritage arts instruction Curriculum Incubator \$10,000

Chicago Video Project

Evanston, IL
In support of the Shame of Chicago documentary series \$10,000

City Club of Chicago

Chicago, IL
Membership grant \$250

Congo Square Theatre Company

Chicago, IL
For the re-design of its educational and outreach programs \$10,000

Council on Foundations, Inc.

Arlington, VA
Membership grant \$10,000

Crossroads Fund

Chicago, IL
For the Chicago Independent Media Alliance 2020 Matching Fund \$6,000

Forefront

Chicago, IL
Membership grant \$20,961

Grantmakers Concerned with Immigrants and Refugees

Sebastopol, CA
Membership grant \$3,750

Grantmakers for Education

Portland, OR
Membership grant \$2,200

Grantmakers for Effective Organizations

Washington, DC
Membership grant \$3,590

Grantmakers in the Arts

Seattle, WA
Membership grant \$1,000

Independent Sector

Washington, DC
Membership grant \$8,000

Mikva Challenge

Chicago, IL
In support of leadership transition expenses in the Chicago office \$5,000

My Block, My Hood, My City

Chicago, IL
For general operating support \$6,500

National Committee for Responsive Philanthropy

Washington, DC
Membership grant \$3,000

Pilsen Little Village Community Mental Health Center Inc.

Chicago, IL
For general operating support \$7,000

Resilience Partners NFP

Chicago, IL
For the Chicago American Indian Community Collaborative \$10,000

Sinai Health System

Chicago, IL
To Sinai Urban Health Institute for a Community Health Worker (CHW) learning community \$7,000

The Resurrection Project

Chicago, IL
For the Breakin' It Down Conference \$1,000

We the Protesters Inc.

New York, NY
For general operating support \$6,500

World Relief

CARE, Inc.

Chicago, IL
First payment of a two-year, \$100,000 grant for the Humanitarian Surge Fund \$50,000

Doctors Without Borders/ Medecins Sans Frontieres

New York, NY
First payment of a two-year, \$100,000 grant for the Emergency Relief Fund \$50,000

International Rescue Committee

New York, NY
First payment of a two-year, \$100,000 grant for its Emergency & Humanitarian Action Unit and Country Emergency Teams \$50,000

Oxfam America

Boston, MA
First payment of a two-year, \$100,000 grant for the Global Emergency and Preparedness Fund \$50,000

The Lloyd A. Fry Foundation 2020 Racial Equity Response Grants

Following the May 2020 killing of George Floyd, Chicagoans grappled anew with systemic racism. At the same time, the Covid-19 pandemic disproportionately affected Black communities.

In response, the Lloyd A. Fry Foundation provided targeted support to organizations that uplift Black lives. The Fry Foundation worked outside its usual grantmaking procedures and funding areas so that it could expedite the following 15 grants to primarily Black-led organizations advancing racial justice and equity on Chicago's South and West Sides.*

The italicized paragraphs summarize the actions each organization took since the killing of Floyd.

Affinity Community Services

The 25-year-old South Side organization works to achieve social justice for Black LGBTQ+ communities, in particular Black queer women, with a focus on health, education, and civic engagement.

Affinity educated the public about the importance of the intersections of marginalized identities in police brutality. It raised funds to expand services that helped make the Black Lives Matter movement more inclusive of Black queer people. And it organized events that both fought racism and affirmed Black lives.

Assata's Daughters

Assata's Daughters focuses on police violence in Black communities. The Black woman-led South Side organization provides young Black Chicagoans with political education, leadership development, and mentorship.

Assata's Daughters organized monthly supply drives and provided direct financial relief to its core members. It organized protests in response to the killing of George Floyd and it surveyed Chicago Public Schools students who experienced or witnessed abuse or intimidation while at school.

Black Youth Project Education Fund

Black Youth Project Education Fund (BYP100) organizes young Black activists seeking to create justice and freedom for all Black people. Primary projects include honoring Black women and advocating for investment in community resources in Black communities.

BYP100 organized protests calling for a shift in resources from the penal system to public and higher education systems. It partnered with local restaurants to distribute food to protesters and encouraged supporters to donate to Black organizations.

Brave Space Alliance

The Black-led, trans-led center aims to liberate all oppressed people. Serving the LGBTQ+ community on the South and West Sides, Brave Space Alliance provides health and wellness support, advocates for Black and Brown transgender people, and creates support groups for trans and non-binary individuals.

Brave Space organized and participated in protests. It offered a safe space for South Side protesters to get food, water, clothing, and first aid. Brave Space advocated for the immediate release of community members imprisoned during protests in response to the killing of George Floyd.

Chicago Community Bond Fund

Chicago Community Bond Fund (CCBF) pays bond for people who have been charged with crimes in Cook County and cannot pay the bond themselves. The South Side organization restores the presumption of innocence before trial and enables recipients to remain free while fighting their cases. CCBF educates the public about money bail and advocates for its abolition.

CCBF worked to ensure that no one who had been arrested while protesting in response to the killing of George Floyd remain in Cook County Jail, an epicenter of the Covid-19 pandemic. It also identified and tracked protesters who had been imprisoned and needed their bonds paid.

Chicago Equity and Transformation

Founded by and for previously incarcerated Black people, Chicago Equity and Transformation (EAT) increases employment opportunities for West Side residents, helping Black Chicagoans shift from the informal to formal economy.

EAT coordinated protests and direct actions to end systemic racism and police brutality, and it advocated for the release of imprisoned Chicago activists. In the wake of looting and vandalism on the West Side, EAT hosted a community cleanup and launched a campaign to buy from Black-owned stores. EAT also communicated with Chicago Police Department (CPD) leadership about the surge of police activity in Black communities on the West Side.

The Chicago Freedom School

The nonprofit organization educates young people ages 14 to 21 about politics and civil rights history. The Chicago Freedom School creates a space for youth to study past social justice movements and present social problems so that they can develop coalitions and strategies for change.

On May 30, 2020, when the City of Chicago issued a last-minute curfew and raised most of the bridges that lead in and out of downtown, the Chicago Freedom School opened its doors to protesters and provided them with food and water. Since then, the school has collected and distributed supplies for protesters.

Chicago Torture Justice Center

A community center for survivors of Chicago police torture, the Chicago Torture Justice Center (CTJC) provides healing and wellness services and other resources to address the trauma of police violence and institutionalized racism. The South Side organization works to end all police violence.

CTJC organized peaceful rallies and a youth march, and it developed petitions. In addition, CTJC informed the public about police officers named in misconduct cases or in multiple allegations of police brutality.

GoodKids MadCity

The youth-led organization organizes young Black and Brown people to address violence in their communities. GoodKids MadCity offers a healing space for young people who have experienced trauma, and it connects youth with direct-service agencies such as health providers and job trainers.

The South Side organization coordinated food and personal protective equipment giveaways as well as cleanup efforts in communities affected by the protests. It held parades to honor those who suffer from depression due to the trauma of violence, and it organized youth walks to end gun violence.

Inner-City Muslim Action Network

The Inner-City Muslim Action Network (IMAN) addresses the social issues affecting communities of color on the South Side. IMAN operates a health center, arts programs, and a construction job training program. Its advocacy work targets criminal justice reform, healthy living and food reform, and housing.

IMAN served and organized Muslim and Black Chicagoans to fight systemic racism. IMAN held prayer nights for peace; events that highlighted local activists; conversations on policies to increase racial and socioeconomic equity; and panels on bias, justice, and mass incarceration.

The #LetUsBreathe Collective

Formed in response to the 2014 police killing of Michael Brown in Ferguson, Missouri, the #LetUsBreatheCollective runs the Breathing Room, a space for arts, organizing, and healing on Chicago's South Side. The Collective creates programs for people harmed by mass incarceration, police violence, and systemic injustice.

The #LetUsBreathe Collective hosted media campaigns and held protests in response to the arrest of three of its organizers who were peacefully protesting in Hyde Park. The Collective informed the public about the violence endured by African-Americans during the looting that followed protests this summer.

Mothers Against Senseless Killings

The mothers of Mothers Against Senseless Killings (MASK) take shifts on street corners to interact with their fellow community members and interrupt violence and crime—cultivating a safe public space. The South Side organization connects residents with resources such as city services and job training.

MASK organized food drives, personal protective equipment distributions, and family-friendly events. It hosted block parties and other fun activities to keep residents safe. It advocated for violence-prevention efforts. And MASK members camped out in groups at an Englewood intersection to ensure safety.

My Block, My Hood, My City

My Block, My Hood, My City teaches youth about the world and opportunities beyond their neighborhood. It takes youth to sites across the city of Chicago to learn about fields ranging from STEM to the culinary arts. The South Side organization also connects volunteers with service opportunities such as trash pickup and food delivery.

My Block, My Hood, My City organized cleanup efforts, participated in peaceful protests, hosted events to keep residents away from violence, and advocated for police reform. It raised over \$1 million to provide grants to small businesses hurt by the riots or looting. And it awarded \$50,000 to individuals who held positive activities on their blocks.

Resident Association of Greater Englewood

Resident Association of Greater Englewood (RAGE) creates solutions to the social problems and systemic oppression facing the South Side's Englewood neighborhood. It builds relationships among its many stakeholders—including residents, business owners, and public officials—so that together they can take steps that lead to concrete change.

The neighborhood of Englewood was hit hard by the looting that followed the Floyd protests. In response, RAGE provided community members with essential supplies such as food, diapers, and face masks. RAGE also hosted neighborhood cleanups.

Westside Justice Center

The Westside Justice Center provides free legal aid to people living on the West Side. It hosts workshops and events to reduce recidivism and promote restorative justice. And the Westside Justice Center organizes community members around criminal justice issues.

As the West Side experienced looting, vandalism, and store fires, the Westside Justice Center participated in peaceful protests, organized cleanup crews, arranged solidarity walks among Black and Latinx mothers, and promoted the work of young community organizers. It also petitioned the CPD for the immediate release of protesters.

*These grants were approved during the Foundation's FY2020 but payments were made during the FY2021 starting July 1, 2020.

Grantmaking Program Areas

The **Lloyd A. Fry Foundation** supports organizations with the strength and commitment to address persistent problems of urban Chicago resulting from poverty, violence, ignorance, and despair. We seek to build the capacity of individuals and the systems that serve them. Our vision is a Chicago that offers education, prosperity, and hope for all.

The Foundation focuses on programs that improve conditions for low-income, underserved communities in Chicago, and we are especially interested in efforts that will foster learning and innovation.

We award grants in four major fields: **Arts Learning, Education, Employment, and Health**. Within these funding areas, we give priority to:

- Programs with a demonstrated record of high-quality, effective services
- Efforts to improve the quality and effectiveness of programs and services (these might include program design, evaluation or staff development efforts, among others)
- The development of innovative approaches that will contribute valuable examples, information, and knowledge to others working in the field

The Foundation also considers policy advocacy efforts that help ensure low-income communities and individuals in Chicago are treated fairly and have access to the services they need and deserve.

The Foundation is interested in investing in organizations and ideas that demonstrate exceptional potential for making a difference in one or more of the Foundation's four grantmaking areas. These projects show promise of developing new information or program innovations useful to other organizations, institutions, and policymakers. In these cases, the Foundation will consider grants which represent larger or longer-term commitments than is otherwise typical.

In all reviews of proposals, we look for strong program designs with clear expected outcomes and specific procedures for assessing and evaluating progress. For instructions on how to apply for a grant, please see the **Application Procedures** section.

Arts Learning

Our Arts Learning funding focuses on programs for low-income Chicago children and youth that use the arts as a means to improve learning and provide life-enriching experiences. We are interested in efforts to improve the quality and expand the availability of arts education programs, especially in Chicago public schools. The Foundation supports arts education for students and professional development for arts educators, including classroom teachers.

In arts education for students, we give priority to programs that provide a combination of arts instruction, performance or exhibition experience, and exposure to the high quality artistic products

offered by Chicago's rich and diverse arts and cultural organizations. We look for programs that are artistically rigorous, engage students in the creative process, and assess student learning in the arts. In professional development for arts educators, we look for programs that immerse educators in the practice and study of the arts and present teachers with innovative strategies for teaching the arts, engaging students in the creative process, and assessing student progress.

We give priority to programs that provide ongoing support and expertise to teachers as well as provide access to arts and cultural resources for both teachers and students. The Foundation is also interested in proposals to convene experts to share information, facilitate discussion with arts educators, and help shape and strengthen arts education in Chicago public schools.

Education

The Education program has been a cornerstone of our grantmaking since the Fry Foundation's inception. We are committed to increasing the academic achievement of low-income students in Chicago public schools. We support this goal through work that strengthens the preparation and development of principals to lead high performing schools and programs that provide rigorous academic enrichment opportunities for students. We also consider, by invitation, a limited number of proposals for teacher professional development that improve teaching in classrooms, are aligned with a school-wide instructional vision, and provide opportunities for teachers to collaborate with each other and with school leaders.

We look for programs that assess improvements in academic achievement and instructional quality and that monitor the ongoing effectiveness of their work. The Foundation encourages proposals that include efforts to enhance the quality of programs. These efforts might include incorporating new program elements, professional development for program staff, or the development of evaluation tools, among others.

The Foundation gives priority to programs working at the middle school and high school levels. We also will consider grant requests for policy advocacy when the connection to academic achievement is clear. We generally do not fund scholarship programs or unsolicited proposals from individual schools.

Employment

Our Employment program addresses our commitment to helping families and individuals move out of poverty. We support comprehensive job training programs that help low-income individuals improve their ability to compete for living-wage jobs and careers. We are particularly interested in supporting: vocational training programs which are aligned with employment opportunities in critical industry sectors such as health care, manufacturing, and transportation; and adult education bridge programs which integrate vocational training in order to advance low-skilled job seekers along educational and career pathways. Comprehensive job training programs which track graduates for at least six months up to a year after job placement will receive the highest priority.

We also recognize the need to improve the overall effectiveness of the workforce development system. We welcome proposals for policy advocacy efforts to improve the quality of job training programs and to increase access to education and training for low-income adults.

Health

The Lloyd A. Fry Foundation understands that effective primary care is essential to improving patient outcomes. The Foundation's Health program is committed to increasing access to high-quality primary care and reducing health care disparities for Chicago's low-income residents.

To accomplish these goals, we are interested in supporting:

Efforts to implement medical-home models of care which provide comprehensive integrated primary care services across multi-disciplinary team members in single or multiple settings. And we are especially interested in coordination efforts that focus on patients with chronic diseases that disproportionately affect communities of color (asthma, diabetes, heart disease, HIV/AIDS).

High-quality primary care services that are not widely available to low-income populations (especially dental, vision, and mental health). In support for mental health services, we give priority to high quality family-based mental health treatment services for children who suffer from the effects of traumas stemming from abuse, neglect, or violence.

Community outreach to connect hard-to-reach individuals with high-quality primary care. We give priority to programs that partner with clinics and hospitals for referrals and follow up to ensure that patients show up at appointments and follow treatment recommendations. We are also interested in innovative partnerships with clinics and hospitals that demonstrate improved health outcomes.

Policy advocacy focused on improving the quality of health care and increasing access to health care for low-income populations in Chicago.

Programs must demonstrate linguistic and cultural competence and the ability to measure improvements in access to care and health status.

What the Foundation Does Not Fund

In general, the Foundation does not make grants to individuals, governmental entities, or 509(a)(3) supporting organizations, although exceptions sometimes are made for publicly supported charities. We also do not provide funding for: general operating expenses for new grantees, capital projects, endowments, fundraising events, political activities, medical research, or religious purposes.

We rarely fund unsolicited proposals from organizations based outside Chicago. When exceptions are made, we look for organizations with strong local board leaders who are responsible for establishing program priorities and policies in Chicago. In addition, organizations must agree that funds awarded for Chicago-based programs remain in Chicago and are not included in calculations of funds exchanged between local and national offices.

Application Procedures

The **Lloyd A. Fry Foundation** makes grants in the following program areas: **Arts Learning, Education, Employment, and Health**. Please review the descriptions of our program areas before submitting a letter of inquiry or proposal.

We make grants only to tax-exempt organizations and rarely fund organizations outside Chicago. We give priority to proposals for specific projects rather than for general operating support. In our review of proposals, we look for strong program design, clear expected outcomes, and procedures for assessing and evaluating programs. The Fry Foundation accepts letters of inquiry and proposals by mail or through our online system. The online system can be accessed at www.fryfoundation.org.

Letters of Inquiry Procedures

If you are seeking support for the first time or if you are a returning grantee seeking support for a new project, we highly recommend that you send us a letter of inquiry before you submit a full proposal. While a letter of inquiry is not required prior to submission of a proposal, it will allow us to give you preliminary feedback concerning your request and its potential fit within our funding priorities. Letters of inquiry should include a brief description of the proposed project, a project budget, and other projected sources of support. Typically, a letter of two to three pages is sufficient to help us understand your program.

Unlike formal proposals, there are no deadlines for submitting letters of inquiry. Please allow our program officers 30 days to respond to your request. If you do not receive a response within that time, please contact the Foundation at 312.580.0310 to confirm that your letter was received by us.

Proposal Procedures

For new and renewal requests, full proposals should contain the following elements:

1. Organization's Federal Employer Identification Number (EIN)

Please note that the Foundation makes grants only to tax-exempt 501(c)(3) organizations. The Foundation rarely funds 509(a)(3) supporting organizations; exceptions sometimes are made for publicly supported charities.

2. Brief history of the organization

Narrative should include a general statement of the organization's primary functions and goals.

3. Description of the project to be funded

Please include the following:

- A statement of the need to be addressed and the population to be served
- A description of how the planned project will address the identified need
- Clearly stated goals and objectives
- Plans for assessing performance and monitoring progress toward program goals. Please identify at least three indicators or measures that you will track and analyze in order to: understand the effectiveness of services provided; identify program strengths or challenges; or document potential long-term impact. A discussion of progress on these indicators during the grant period (and over time if receiving more than one grant from the Foundation) should be included in grant reports. For further information, please review the Outcomes and Assessments section on our website which can be found under the How To Apply tab.
- A timeline for project activities

4. Demographics of population served by the project to be funded

5. Organization's most recent audited financial report

6. Operating budget for the organization

Include income and expense projections that pertain to the fiscal year in which the project will take place. Include the percentage of organization income received through earned income, government sources, individual gifts, corporate and foundation grants, and other sources.

7. List of current and projected organization funders

Include a list of funders and amounts for the organization for the fiscal year in which the project will take place.

8. Project income and expense budget

Include budget for the project during the duration of the grant period. The Foundation covers reasonable and appropriate administrative expenses. These should be explained in an accompanying budget narrative. For examples of administrative expense line items, please review the Allocating Program and Overhead Expenses article on our website which can be found in our Resources section under Real Costs.

9. List of current and projected project funders

Include a list of funders and amounts for the project for the fiscal year in which the project will take place.

10. List of organization’s professional staff and résumés of key project personnel

Proposals for organizational capacity-building activities that involve outside consultants should include a copy of the consultants’ résumés and a list of clients.

reports will cover a ten-month period rather than a full twelve months in order to meet the proposal deadline. We ask that final reports and proposals be submitted separately. For more information on this subject, please review the After Grants Approval section on our website which can be found under the How to Apply tab.

To submit a proposal or letter of inquiry please use our online system, which can be found under the How to Apply tab on our website at www.fryfoundation.org.

Proposals and letters of inquiry also may be submitted by email to applications@fryfoundation.org or by postal service to the address below.

11. Organization’s employment hiring policy

If you do not receive an acknowledgement of receipt of your proposal within one week, please contact the Foundation at 312.580.0310 to confirm your proposal was received by us.

Ms. Unmi Song
President
Lloyd A. Fry Foundation
120 S. LaSalle Street, Suite 1950
Chicago, IL 60603-3419

12. List of board members and their affiliations

13. Racial and gender demographics of board and senior staff

Diversity and inclusion are among the core values of the Foundation. The racial diversity of your board and senior staff is something we monitor closely. A lack of diversity may affect your prospects for funding. Additional demographics, such as sexual orientation or disabilities, also are welcome.

Submission Dates and Board Meetings

The Board of Directors meets quarterly to consider requests for grants. These meetings are held in February, May, August, and November.

In each of those meetings, the Foundation will review proposals in three of the four program areas on a rotating basis; one program each cycle will not review proposals. Please see the chart below for proposal deadline dates and a schedule of proposal review cycles by program. We must receive your proposal by 5 p.m. on the deadline date in order to review it at the corresponding board meeting. In the event that a deadline falls on a weekend or holiday, requests may be submitted by 5 p.m. on the following business day.

14. Full narrative and financial report on the previous grant (For returning grantees only)

Final reports must be approved by the Foundation before a new request is considered. For organizations submitting a proposal to be reviewed one year from their last grant, the final

Proposal deadline	Board meeting	Arts Learning	Education	Employment	Health
June 1	August	Proposals reviewed	Proposals reviewed	Proposals reviewed	Proposals not accepted
September 1	November	Proposals reviewed	Proposals not accepted	Proposals reviewed	Proposals reviewed
December 1	February	Proposals not accepted	Proposals reviewed	Proposals reviewed	Proposals reviewed
March 1	May	Proposals reviewed	Proposals reviewed	Proposals not accepted	Proposals reviewed

North Lawndale Employment Network
left to right: Charlotte Austin, DeAndrae Nix, Melissa Lovitt,
Keith Mitchell, Lachay Allen, Jessica Butler, Michelle Parker,
Rachel Lurie, and Taneka Pernell.



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